

Leadership Link

October 2003

Website: www.ci.lincoln.ne.us/city/person/NMA_L/index.htm

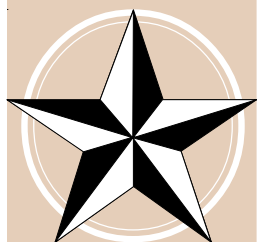
READY FOR A BREAK
NOW?

Check out the National
Management
Association's Breaktime
Newsletter at:
[http://nma1.org/
breaktime/](http://nma1.org/breaktime/)
2003-10

NEBRASKA
LAND
COUNCIL
NEWS

Quarterly Meeting
Old Country Buffet
2241 O Streets
Lincoln NE 68510

Wednesday,
November 19, 2003
*Members pay for
their own lunches.



Leadership Link
Chapter #517
P.O. Box 85224
Lincoln NE
68501-5224
www.nma1.org

Chili Recipe Wins People's Choice Award

Aging Services' Central Kitchen staff were big WINNERS at the first Chili Cook-off for the United Way on September 12 at the Train Station in the Haymarket. The Central Kitchen's chili was judged best of the 14 entries (one hospital and 12 local restaurants, country clubs, etc.). They received the trophy for the Judges First Prize AND they also won the People's Choice Award, where the 500-600 people who sampled, voted them the best!

The Central Kitchen was sponsored by the Seniors Foundation. Mayor Colleen Seng congratulated Central Kitchen Manager Joyce George and Cook Rob White. Aging Services Director June Remington and the Seniors Foundation Director Richard Blair along with volunteer staff (and Leadership Link members) Donna Barrett and Audrey Leming. Other helpers included Denise Boyd, Deb Peck, Peggy Tillman and Judy Pfeifer who assisted with the evening event. Mayor Coleen J. Seng joined Senior Center diners for lunch on September 16th to make congratulatory remarks. Center participants and staff gathered to listen and to provide "fan club" applause for our award winning chefs! The Central Kitchen is open to the general public each weekday at 11:30 for lunch at the Downtown Center.

Link Donates Turkeys for the Holidays

In the spirit of Community Service, the Leadership Link executive board voted at the last meeting to donate five turkeys, a total value of \$50, to the Thanksgiving Holiday distribution program spearheaded by the Lincoln Action Program.



Mayor Coleen J. Seng (at left) congratulates the winner of the great United Way Chili Cook-Off, Robert White (middle), Kitchen Manager Joyce George (right) shares in the fun.

November Luncheon Karla Welding & Larry Edwards

share their experiences being
deployed during the Iraq crisis.

Tuesday, November 4, 2003
11:30 a.m. to 12:45 p.m.
USA Steak Buffet Restaurant
2800 Cornhusker Highway
Luncheon Buffet - \$7.50 per person

No Show Policy: Any guest who reserves a ticket/seat to attend a luncheon or breakfast meeting, and fails to attend will be considered a "No Show" and invoiced for the price of the meal. Any member who attends and fails to RSVP may be subject to purchasing their meal independently, depending on the head count guaranteed to the facility. This No Show Policy will ensure that Leadership Link isn't overcharged for the number of meals served and consumed by its members.

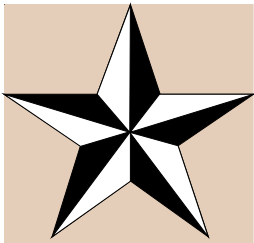
**Don't Miss
Our Holiday
Luncheon!
Tuesday,
Dec. 2, 2003**

**Featuring work
place humorist,
Tracy Foreman**

**Embassy Suites
11 & P Streets
11:30 a.m. to 1 p.m.**

Tickets, \$10

Address
Label



MARK YOUR CALENDARS:
For the Leadership Link breakfast meeting held January 6, Paul Ladehoff of the Mediation Center will discuss conflict resolution.

LEADERSHIP LINK EXECUTIVE BOARD

Meetings held the third Thursday of the month

President

Cindy Lukan, 441-7474

President Elect

E.J. Schumaker, 441-8036

Past President

Colleen Floth, 441-8690

Secretary

Mary Lowe, 441-7540

Treasurer

Karen Eurich, 441-7886

Awards Committee

Pat Kant, 441-7880

Community Services

Donna Barrett, 441-6157

Member Relations

Lori Cook, 441-8040

Program Committee

Colleen Andrews, 441-3846

Professional Development

Terri Storer, 441-7269

Public Relations

Diane Mullins, 441-7717

Web Site Committee

Doug Thorpe, 441-7531

Nebraskaland Council

Terri Storer, 441-7269

National Director

Jan Lehmkuhl, 479-5714

Associate Director

Bob Lundberg, 471-5027

Leadership Link News

Officer Spotlight

EJ Schumaker, president elect

If you could take a famous person to dinner, who would it be? After considering movie stars, past USA presidents, England queens and kings I decided it would be most interesting to take Robert Putnam to dinner. Who is that you ask? He has recently published a book called "Bowling Alone". This new theory has set the public health world into fresh discussion on the way public health is delivered and how our communities are changing. This in turn should change the way we implement and perceive our public health efforts.

How do you spend your free time? What is free time? Is that where you decide **what** you get to do, or **have** to do? My usual response to time is that I **get** to do what I **have** to do. Not everybody has the opportunity or resources to make life style choices. I am appreciative everyday that I am able to fulfill my responsibilities as a Christian, parent, wife, employee and friend. The best time of the day is in the evening when I put my little one to sleep and we tell made up fairy stories to each other.

What is your favorite restaurant? After working at the Health Department in Environmental Public Health my opinion of a favorite restaurant has changed. Now I like restaurants that are clean, where employees wash their hands and handle my money in a separate transaction. Flavor of the food is a close second. This is an instance where a little education is scary!

Why did you join Leadership Link? I joined LL for the networking opportunities and so other city employees know my name. The song of "Cheers" really had something there, and it feels nice to hear people from other departments say hello. I also joined for the professional development aspect and can gain education through speaker meetings. I can then relate LL to my yearly evaluation.

If you could build a dream house anywhere in the world, where and why? I am waiting to hit the Power Ball and actually have given this some thought. My dream house? It is the address where I now live. I would do some major remodeling such as a double car garage in the back yard for my husband. The garage would have a small apartment over it for my teens. The sign over the apartment would read "The Dog House".

What is your horoscope sign and does it fit you? My sign is Taurus; the bull. Much to my chagrin I think it fits well. However, a female "bull" is a cow, and I don't think I would like that nick name much. I think my nick name of EJ fits just fine.

Problems & Solutions

by Don Taute, Personnel Director

Dear Don:

I understand the budget dilemmas we are facing, but I personally feel it's an invasion of my privacy and an inappropriate way to distribute paychecks openly to employees like common interdepartmental memos. My wage information is nobody's business. If payroll can't supply envelopes, can't they at least fold and staple?

Signed: On Guard

Dear On Guard:

The Personnel Department is not responsible for distribution of employee paychecks. To address your request that the paychecks be put in envelopes, or folded & stapled, you will need to contact Don Herz, Finance Director.

However, I can address your issue in general terms.

First, you should check with your department/division rules to see if there is anything in writing about the distribution of paychecks. If not, then the general distribution method is done under the approval of your department/division head. If you are unhappy with the way your paycheck is being distributed, you should speak to your supervisor or office manager in charge of the paychecks to ask that the method be changed to something more confidential.

Paycheck information should be kept confidential, with only authorized personnel in your office having actual access to your paycheck. Please be aware though, that your hourly wage information is public information due to the fact you work for the government.

Within our office, the paycheck is either handed to the employee in person or left at their desk, printed side down if the person is not immediately available at the time the checks are passed out. If the person is gone for the day, the check is placed in an envelope, sealed, and left in the employee's in-box.

Editor's Note: This column is real. The names have been changed to protect the innocent as well as the guilty. Questions submitted to the newsletter editor and personnel director for review and publication are based on real-life situations in the work place. Send your question to dmullins@ci.lincoln.ne.us for a response in the next newsletter.

Professional Development Opportunity for Members

By Terri Storer

Leadership Link has been approached by a doctoral candidate in the Department of Management and Organizations at the University of Iowa who is working on her dissertation research on the topic of better understanding the processes by which effective leaders influence followers in business organizations. Her project will include surveying managers (defined as anyone with two or more direct reports) and their direct reports at two points in time about 60 days apart. Each survey takes 30 minutes or less to complete.

For all organizations that have 25 or more managers participate, each manager who participates will receive an individualized feedback report describing his or her leadership behaviors. Additionally, she will come to the organization and provide a half-day leadership development workshop for participating managers. In this workshop, we will discuss effective leadership practices and review the feedback reports. Finally, the organization will receive a summary of study findings, including an aggregated summary of leadership behaviors exhibited across the participants. This report will also include comparative data from other organizations.

If you are interested in participating or have questions, please contact Terri Storer, the Professional Development Chair, at 441-7269 or, preferably, e-mail at trstorer@ci.lincoln.ne.us.

Happy Turkey Day-The Lighter Side

by Diane M., PR

In all the frantic rush of meeting committee deadlines, making executive decisions and paying the bills, we so often forget to take a few moments to reflect, to ponder our journey in life, and to give thanks to our ancestors who paved our pathways. I'd like to take this space to thank my 77-year-old father, Jarvie Mullins, Jr. and wish him (and mom) a Happy Turkey Day since he lives so very far away.

The oldest of 10, my dad was born in 1926 and raised by a coal mining family working and living in the rugged regions of the Smoky Mountains. Although I was raised on a farm in the Midwest and moved to the big city at the age of nine, friends still called us "hillbillies" and teased me terribly about being related to Moon Mullins, which was more truth than fiction, but they never knew that.

Dad taught me that frog legs kick when you fry them; eating pickled pig's feet from a jar is tastier with saltine crackers; animal behaviors can teach us more about ourselves than psychologists; respect Mother Earth; always throw hot sauce on canned sardines; snails in a shell (escargot) are cheaper if caught by hand; trust your "six" senses before your intellect; never step in an oyster bed without wearing thick sneakers; real "love beads" are made of threaded acorn seeds, not plastic someplace in China; cornbread and grits are the staples of life; dogwood blossoms make the best honey; our ancestors refused to live on reservations because survival was too difficult; pure Country music is hard to find, and a tall glass of buttermilk will last you all day.

No matter where I go in life, a part of me belongs to the mountains that reared generations of hillbillies and half-breeds, my ancestors who handed down some of my family's heritage. Thanks dad, and Happy Turkey Day. By the way, your grandkids have "learnt it too."

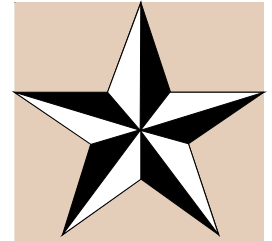


Senior Companion's Team, Memory Walk 2003

Memory Walk Team Captains Susan Campbell and Donna Barrett raised big bucks for the Alzheimer's Association Memory Walk held on September 14th at Antelope Park.

Susan's Senior Companion's team collected more than \$3,000. Susan is a veteran team captain for the Memory Walks and their team's assets seem to grow every year. Susan gets a great deal of support from her Senior Companions, co-workers, friends and family and especially her son's law firm. There were 41 walkers plus 3 dogs.

Donna's Leadership Link team collected \$474 for their first walk. Donna went door-to-door in her neighborhood and asked family members for donations. EJ Schumaker collected from her coworkers at the Health Department. Other Leadership Link members contributed to the walk during the September 9th Leadership Link meeting at Valentino's.



Leadership Link Newsletter is a monthly publication of Leadership Link, a County/City governmental chapter of the National Management Association. Send your questions or comments to Diane Mullins, editor, at 440 S. 8th St., Ste. 100, Lincoln NE 68508-2294 or call, 441-7717, or email at: dmullins@ci.lincoln.ne.us

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N. M. A.

CODE OF ETHICS

- I will recognize that all individuals inherently desire to practice their occupations to the best of their ability
- I will assume that all individuals want to do their best.
- I will maintain a broad and balanced outlook and will recognize value in the ideas and opinions of others.
- I will be guided in all my activities by truth, accuracy, fair dealing and good taste.
- I will keep informed on the latest developments in techniques, equipment, and processes.
- I will recommend or initiate methods to increase productivity and efficiency.
- I will support efforts to strengthen the management professional through training and education.
- I will help my associates reach personal and professional fulfillment.
- I will earn and carefully guard my reputation for good moral character and good citizenship.
- I will promote the principles of our American Enterprise System to others, by highlighting its accomplishments and displaying confidence in its future.

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Leadership Link News

Community Service Projects

By Donna Barrett,
Community Services Chair

At the September Leadership Link Board meeting a decision was made that our chapter will participate in the Santa Cop Program this year as our Annual Community Service Event. If you would like to donate a toy or your time just keep reading. You can purchase a new toy or make a cash donation at either the November or December Leadership Link meetings. Look for a **Santa Cop collection container** for toys at one of the following sites:

- Aging Services - 1001 "O" Street, Lincoln Building (Donna Barrett)
- Aging Services/LIFE Office - 1005 "O" Street, (Colleen Andrews)
- City/County Personnel - C/C Building, Room 201 (Karen Eurich)
- Information Services, 233 S. 10th Street (Cindy Lukan)
- Lincoln Water System, 2021 N. 27th Street (Steve Owen)
- November Leadership Link Meeting - USA Steak Buffet
- December Leadership Link Meeting - Embassy Suites

Cash donations and proceeds from the Annual Santa Cop Auction (November 22 at the State Fairgrounds-Lancaster building) will be used to purchase new toys. Toys will be displayed at the Lincoln Action Program (LAP) Office. If you prefer to donate your time instead of a toy, volunteers are needed to man the Toy Room at LAP, December 18-22 (contact Connie Pillow at 471-4515 ext. 156 for a time slot). Only new toys are accepted for the Santa Cop Program. Toys can be purchased for ages newborn to 18. You may also donate , hats or stretch gloves for stocking stuffers, as these items are given to each child. The 13-18 age group is where they usually end up short. Purchases for the 13-18 age group should cost \$15-\$20 each. Gift ideas for this age group are: lip gloss, perfume, music CD's, movies, tool kits, etc. LAP would like to have all the toys by December 5 and that is just about four weeks away.

In order to get a good estimate on our accumulation for the Santa Cop Program, please send your pledges/donations or your volunteer experience for the Santa Cop Program to: Donna Barrett, Community Services Chair, Aging, 1001 "O" St., Ste. 101, Lincoln NE.



Santa Cop/Lincoln Action Program Community Service Pledge Form

Make the *Holiday Season* a happy season for an underprivileged child.

Yes, count me in this Holiday Season! I will donate:

☐ Toy(s) ☐ Cash ☐ Gift Certificate(s)

Value of donation: _____

Name: _____

Department: _____

Phone: _____

Return this pledge form to Donna Barrett, Aging Services, 1001 "O" St., Ste. 101. Your contribution is tax deductible when received by Leadership Link and the Lincoln Action Program. **All donations due by December 3, 2003.**

N. M. A.

STATEMENT OF PRINCIPLES

NMA is dedicated to managerial excellence, personal and professional growth, and leadership development. The following principles identify NMA's core beliefs and provide the basis for the Association's Mission Statement.

- We believe in the highest standards of personal and organizational integrity and respect for the individual.
- We believe in lifelong learning, continuous improvement, and the development of a workforce capable of sustaining a competitive posture in the global economy.
- We believe management is a creative, dynamic, and essential process enabling people to achieve personal and organizational objectives.
- We believe that managerial responsibility is shared among all individuals at all levels of the organization and that leadership is critical to management success.
- We believe that individuals and organizations have a community and civic responsibility.

